# Educator Effectiveness Metrics

## Drop-in Letter for the Release of 2021-22 Data

### Superintendents/Principals to Educators, Parents, and the School Community

*Use this entire article or just portions of it to communicate with parents, teachers and your school community about the Educator Effectiveness Metrics.*

### Educator Effectiveness Metrics

The Colorado Department of Education released the Educator Effectiveness Metrics, or performance reports for Colorado educators, for the 2022-23 school year. A total of four metrics were released showing how teachers and principals are doing as a group at the school-, district- and state-levels. This information helps us with our continual improvement efforts and to know how our teachers and principals are supporting students. It also helps with transparency for our community.

The data for our teachers and principals are available in EducatorView, an interactive online dashboard. [Follow these instructions to access the metrics for teachers in our school and our teachers and principals in our district (PDF)](https://www.cde.state.co.us/educatoreffectiveness/educatorviewinstructions-1). The time lag in reporting is due to the time it takes districts to complete and submit evaluation data to CDE.

The four Educator Effectiveness Metrics include:

* **Effectiveness Ratings:** This metric reports on the overall educator effectiveness ratings and ranges from Highly Effective and Effective to Partially Effective and Ineffective.
* **Quality Standards:** This metric reports on the standard level ratings that are used to calculate the overall effectiveness rating for teachers and principals. For example, the metric looks at ratings on how well teachers know the content, whether they establish good learning environments, and measures of their students’ learning.
* **Alignment:** Reports on the relationship between educator performance on the state Quality Standards 1-4 for teachers and 1-6 for principals and student performance as captured by the Measures of Student Learning, previously referred to as Quality Standard 6 for teachers and 7 for principals.
* **Gap Analysis:** Reports the equitable distribution of educators rated effective or higher as it relates to student demographic characteristics.

In 2010, Colorado lawmakers sought to improve the state’s educational system by pinpointing an essential quality of successful schools – having excellent teachers in every classroom and excellent principals in every building.

To meet this goal, the state has focused on developing and supporting evaluation systems that give educators thoughtful, useful feedback on their instruction every year in a thorough and fair manner. Data from those evaluations are submitted to the state and compiled to produce the Educator Effectiveness Metrics, which give schools and districts information that can be useful for continual improvement. The metrics are based on evaluations of professional practice and measures of student learning.

Educator Effectiveness Metrics were designed to make the evaluation system meaningful and productive and to generate the constructive feedback needed to continue to improve student learning outcomes. The information will feature only state-level, district-level and school-level data and will be published only for groups of five or more educators to protect privacy. Individual educators will not be identified. [For a detailed look into the process and system, visit the EE Metrics webpage on the CDE website](http://www.cde.state.co.us/educatoreffectiveness/eemetrics).